

## **PERTINENT FACTS ABOUT THE CITY OF ALLENTOWN**

### **GENERAL**

The City of Allentown is the county seat of Lehigh County, and, with 121,283 residents according to the 2017 U.S. Census Bureau estimate, ranks as Pennsylvania's third largest city. The Allentown-Bethlehem Metropolitan Statistical Area, comprised of Carbon, Lehigh, and Northampton counties is the third largest urbanized area in the Commonwealth, with population estimated at 733,752. Only the Philadelphia and Pittsburgh areas have more residents. The City is strategically located within a 300-mile radius of the larger metropolitan areas of the eastern seaboard of the United States.

### **CITY GOVERNMENT**

On April 23, 1996, the voters of the City of Allentown adopted a Home Rule Charter pursuant to the Home Rule Charter and Optional Plans Law, Act of April 13, 1972, P.L. 184, as amended, 53 P.S. Sections 2901 et seq. The City's Home Rule Charter took effect on the first Monday of January 1997. An elected Mayor with a four-year term serves as the chief executive of the City. A seven-member part-time City Council, elected at-large for four-year staggered terms, forms the legislative branch of the City government. The other elected City Official is the City Controller, who serves a four-year term. The City Council holds regular public meetings, at least twice a month, usually the first and third Wednesday of each month, in order to enact legislation in the form of ordinances and resolutions.

### **INDUSTRIES/LABOR FORCE**

The Allentown area remains an attractive location for new and existing businesses. A number of major corporations, including Air Products and Chemicals, Inc., Boston Brewing, Lehigh Portland Cement, LSI, and PPL have selected Lehigh County as their headquarters or as the location of their principal plants. Other major industries include apparel, electrical and electronic equipment and fabricated metal products. Investments have remained strong in Allentown and the Lehigh Valley area relative to the state and northeast as a whole.

### **TRANSPORTATION**

Interstate 78, U.S. Routes 22, 222, and 309 and several state highways radiate from the City and the Lehigh Valley, providing access to the major markets and ports of the East. The Northeast Extension of the Pennsylvania Turnpike is located approximately three miles west of the City. Norfolk Southern serves as the major railroad in the area.

### **AMENITIES**

The City of Allentown is home to a variety of cultural and educational facilities including two colleges, an art museum, two theatre companies, two symphony orchestras, a municipal opera company, the Allentown Band, and an expanded free public library. The City maintains 2,000 acres of park land, well above the national average. A minor league hockey arena was constructed in the downtown area in 2014 and major enterprises are being attracted to Hamilton Street.

## **BUDGET TERMINOLOGY GLOSSARY**

### **ACCOUNT CODE**

A numerical code, consisting of fourteen digits, formatted as follows, used to define the accounts of the City:

FFF-DD-BBBB-PPPP-AA

Digits 1-3	Fund
Digits 4-5	Department
Digits 6-10	Bureau
Digits 11-12	Program
Digits 13-14	Standard account

### **ACCOUNTING**

The City uses a modified accrual method of accounting. Under this accounting method, revenues are recognized when received except for those susceptible to accrual (reimbursements from other governmental entities for services rendered and property and residence taxes). Expenditures are accrued when the liability is incurred, except for un-matured interest on general long-term debt, which is recorded when due.

### **APPROPRIATION**

Approval of expenditure, authority with specific limitations as to the amount, purpose, and time.

### **ASSESSED VALUATION**

The total taxable value placed on real estate as a basis for levying taxes, which has been established through the County's assessment of all properties in Lehigh County. Assessed valuation is 100% of the appraised value. 2019 real estate taxes to support the 2019 budget will be based on an assessed valuation of 23.5376 mills on land and 4.4528 mills on improvements.

### **BUDGET**

Plan for the accomplishment of programs related to objectives and goals within a definite time period, including an estimate of the resources required, together with an estimate of the resources available.

**BUREAU**

An organizational grouping, within City departments, whose functions are similar. For example, within the Department of Public Works are the bureaus of Engineering, Streets, Storm Water, etc.

**CAPITAL BUDGET**

This budget represents the first year of a five-year program and deals with large expenditures for capital items and/or projects which are financed by borrowing over a twenty-year period.

**CAPITAL IMPROVEMENTS**

Expenditures of land acquisition, construction costs, or improvements to land or buildings.

**CAPITAL OUTLAY**

Expenditures for construction equipment, vehicles, or machinery that result in the acquisition of, or addition to, fixed assets.

**DEPARTMENT**

A basic organizational unit of the City, which is functionally unique in its delivery of services.

**ENCUMBRANCE**

Purchase orders, contracts, salaries, or other commitments which are chargeable to an appropriation and for which all or part of the appropriation is reserved.

**ENTERPRISE FUND**

A fund established to account for operations financed in a manner similar to a private business enterprise, where the costs of providing goods and services to the public are financed or recovered through user charges.

**EXPENDITURE**

The payment for goods and services received.

**FISCAL YEAR**

The fiscal year for the City of Allentown is January 1 – December 31.

**F.O.P.**

The Fraternal Order of Police, Queen City Lodge No.10.

**FUND**

A fiscal or accounting entity with a self-balancing set of accounts containing its own revenue and expenditure authorities. A fund is established for the purpose of carrying on specific activities or attaining certain objectives in accordance with special regulations, restrictions, or limitations.

**GENERAL FUND**

This fund is used to account for all financial transactions applicable to the general operations of the City. Revenues are derived principally from property taxes, earned income taxes, fees and fines, licenses and permits, and grants. This fund accounts for the general operating expenditures of the City, including police and fire protection, street repairs and maintenance, sanitation, parks and recreation, planning and development, and administration.

**GENERAL FUND SERVICE CHARGE**

Services rendered by the General Fund to bureaus/departments in other funds which generates a service charge paid to the General Fund. Examples of these services include billing, personnel, and accounts receivable.

**GENERAL OBLIGATION DEBT**

Long-term, non-electoral guaranteed debt in which the general taxing power of the jurisdiction is pledged to pay both principal and interest. Tax-supported general obligation debt is considered a superior form of debt by the market because of its standing as a full-faith obligation of the unit. This form of debt is used to finance capital projects.

**GOLF COURSE FUND**

This fund accounts for the operations and maintenance of the 18-hole Allentown Municipal Golf Course. The golf course is a self-supporting operation financed by greens fees and golf cart rentals. The course is open to the general public and season tickets are available.

**GRANTS FUND**

This fund is used to account for the pass-through grants the City is responsible for administering.

**I.A.F.F.**

International Association of Fire Fighters, Local No. 302.

**INDIRECT COSTS**

Costs associated with, but not directly attributable to, providing of a product or service. These costs are usually incurred by a department in the support of other operating departments.

**LIABILITY**

Debt or other legal obligations, arising out of transactions in the past, which are payable but not necessarily due.

**LIQUID FUELS FUND**

This fund records the financial activity of the City of Allentown's liquid fuels tax allocation from the Commonwealth of Pennsylvania. Tax monies are specially earmarked for street maintenance and repair and for street construction.

**M.E.S.A.**

Municipal Employees Supervisory Association.

**MILL**

One thousandth of a dollar, or \$1.00 of tax per \$1,000 assessed valuation.

**OPERATING BUDGET**

Budget which deals with everyday activities. Except for encumbrances, these appropriations lapse at the end of a fiscal year.

**RENTAL UNIT FUND**

This fund maintains the City's Rental Unit Inspection program. This program is dedicated to ensuring safe and sanitary conditions in housing and commercial properties through practical code enforcement efforts.

## **REVENUE BONDS**

Long-term guaranteed debt payable from the earnings of a specific enterprise, such as water or sewer. Revenue bonds are not serviced from the general revenues of a state or local government; therefore they are not subject to the constitutional or statutory limitations imposed on the issuance of general obligation bonds.

## **S.E.I.U.**

Service Employees International Union, AFL-CIO, Local 32 BJ.

## **SOLID WASTE FUND**

This fund administers the contract for the collection and disposal of municipal waste and recyclables in the City of Allentown. The recycling program involves curbside collection, one recycling drop-off center, two yard waste drop-off centers, education programs, and enforcement. Other activities in this fund include weekly street sweeping and leaf collection from September through December. This fund is supported by an annual trash collection fee charged to all residential property owners and grant programs available through the Commonwealth's Department of Environmental Resources.

## **STANDARD ACCOUNT**

Detailed accounts of expenditure. Standard accounts are separated into five broad categories and are numerically subdivided by level of detail: Personnel and Fringe Benefits (02-16); Services and Charges (20-50); Materials and Supplies (54-68); Capital Outlays (71-74); and Sundry (76-99). See the following pages of Standard Accounts, for definitions.

## **STORMWATER FUND**

This fund administers the collection of storm water management fees to improve operations and infrastructure of the city's storm water systems.

## **TREXLER FUND**

This fund receives the annual trust distributions from the Springwood Trust of the Harry C. Trexler Estate. In accordance with the will's prerequisites, the award is used for the general maintenance of the 142-acre Trexler Park.

## STANDARD ACCOUNTS

<u>A/C #</u>	<u>TITLE</u>	<u>EXPLANATION</u>
<b>PERSONNEL AND FRINGE BENEFITS</b>		
02	Permanent Wages	Base wages including increment for all permanent employees.
03	Holiday Pay	Payments for holidays made to police officers and firefighters as a result of contract commitments.
04	Temporary Wages	Wages for all part-time and seasonal employees. (Personnel hired through a Temporary Agency and the Agency is the vendor should be paid from Acct. 46)
05	Education Pay	Education incentive payments made to police officers per contract commitments.
06	Premium Pay	Supplemental wages including wage differential for temporary assignment in a higher paying job classification, and overtime wages including call-in and stand-by, and compensation per contract commitments for holidays.
07	Extra Duty Pay	Police officers may choose to work extra jobs outside of their City employment. The extra job pay is remitted through the City's payroll system. The City bills and collects the set fee for the service from the employer utilizing the services of the off-duty officer.
08	Longevity	Payments for longevity to qualifying employees based on years of service to the City of Allentown.
09	Uniform Allowance	Payments for uniform maintenance made to police officers as a result of contract commitments.
11	Shift Differential	Incremental supplemental wages earned for non-standard hours worked during night shift.

## STANDARD ACCOUNTS

<u>A/C #</u>	<u>TITLE</u>	<u>EXPLANATION</u>
12	FICA/Medicare	Employer contributions to the Social Security Fund.
14	Pension	Employer contributions to the PMRS, O&E, Fire and Police Pension Funds.
15	Employee-Health Insurance Opt Out	Payment to qualifying employees when they opt-out of the city's health insurance.
16	Insurance - Employee Group	Health and workers compensation insurance costs for all eligible employees and retirees.

## SERVICES AND CHARGES

20	Electric Power	Electric power, including that used for street lighting.
22	Telephone	Installation, line charge, toll charges, internet charges, VOIP for land lines and cellular devices
24	Postage and Shipping	Outgoing mail and postage due on mail received. Plus outgoing shipping and handling cost of other carriers. (Incoming shipping to be included in account where item is being charged).
26	Printing	All copier-related charges, including leases, maintenance, and usage. Printing, copying, duplicating or blue-printing provided by commercial establishments (e.g., brochures, booklets, pamphlets, park and street signs, etc.).
28	Mileage Reimbursement	Reimbursement for the use of personal cars on City business including EZ Pass, parking and tolls except when covered under "Training & Professional Development". Includes lodging and meals for business trips that are not Training & Professional Development (i.e. delivery of evidence).



## STANDARD ACCOUNTS

<u>A/C #</u>	<u>TITLE</u>	<u>EXPLANATION</u>
30	Rentals	Rents or lease purchases for machinery, equipment, buildings, vehicles, land, and land easements, etc.
32	Publications & Memberships	Subscriptions, books, association membership fees, professional and trade licenses and publications for training purposes including all books for training which result in a test and reference material.
34	Training & Professional Development	Registration, traveling expenses, lodging, meals, testing and related materials.
36	Insurance - Property and Casualty	Premiums and related costs for coverage in excess of self-insured program for liabilities including fire, theft, accident, law enforcement, workers comp, cyber attack, elected officials, employer practices, cyber attack, crime bond, etc.
37	Insurance - Health/Life	Health, dental, vision, life insurance, long-term disability, stop loss premium and reimbursements, Teledoc, and prescription drug coverage.
38	Insurance - Other Employee	Payments mandated to the state for self-insurance program, including the state Supersedeas fund.
40	Civic Expenses	Contributions to local non-profit civic organizations and attendance at public events (i.e. L.V. Chamber of Commerce functions, L.V. Planning Commission functions, AEDC functions, Human Relations Dinner, etc.
41	Arts Expenses	Contributions to local arts organizations

## STANDARD ACCOUNTS

<u>A/C #</u>	<u>TITLE</u>	<u>EXPLANATION</u>
42	Repairs & Maintenance	Repairs (parts and labor) and maintenance to equipment, machinery, buildings and vehicles <b><u>performed by commercial establishments</u></b> and including the cost of service, maintenance agreements and parts used in executing such agreements. Software license agreements which include support.
44	Legal Services	Outside legal services and lawyers' fees.
46	Contract/Services Fees	Any item of a contractual nature not elsewhere classified, including waste disposal, towing, construction, Zonar, and curb and sidewalk contracts. Also professional services including consulting, auditing and engineering fees. ( Maintenance Agreements are to be paid from Account 42.)
48	Grant, Non-City Charges	Specific grants made to non-city agencies as "pass-through" grants.
49	Grant Administrative Charges	Aministrative costs designated for and charged to grants.
50	Other Services and Charges	Advertising through any medium, all court fees, job fairs, government permits, credit card fees (not P-Card convenience fees), bank analysis, Lexis/Nexis charges, background checks, drug screenings, and all Board expenses including legal counsel as well as any other expense not else where clasified.

## STANDARD ACCOUNTS

<u>A/C #</u>	<u>TITLE</u>	<u>EXPLANATION</u>
<b>MATERIALS AND SUPPLIES</b>		
53	Wellness	Wellness-program expenses eligible for reimbursement.
54	Repair & Maintenance Supplies	Construction and paving materials; equipment parts and supplies; cleaning and sanitation supplies; paint, electrical and plumbing supplies; small hand tools <b>(not to exceed \$200 per individual tool)</b> and other repair and maintenance supplies <b><u>for repairs and maintenance performed by City personnel.</u></b>
55	Property Repairs	City-owned rental property repairs.
56	Uniforms	Any item of clothing purchased by the City for city employees, including safety shoes. Items purchased for program participants should be charged to account 68.
62	Fuels, Oils & Lubricants	Fuels (excluding electricity) used for heating; and petroleum products used in vehicular operation and maintenance.
64	Pipe & Fittings	Pipe, tubing, elbows, valves, etc.
66	Chemicals	Chlorine, salt, acid, lawn/landscaping treatment chemicals, acetylene, etc.
68	Operating Materials & Supplies	Office supplies, sign materials, laboratory supplies, brochures and pamphlets intended for public use, safety equipment (safety goggles, back braces, etc), software and software licensing with no support and other operating materials and supplies not elsewhere classified. This account also includes all equipment purchases, <b>over \$200 per individual tool</b> , which do not meet the capitalization criteria of Account 72.

## STANDARD ACCOUNTS

<u>A/C #</u>	<u>TITLE</u>	<u>EXPLANATION</u>
<b>CAPITAL OUTLAYS</b>		
70	Pro Shop Inventory	Inventory purchased for re-sale in the Golf Course Pro Shop.
71	Police IT Equipment	Computer hardware purchased specifically for the use of the Police Department.
72	Equipment	Any unit of property having a useful life in excess of one (1) year and a unit cost in excess of: (a) \$1,000 for individual pieces of furniture and equipment; or grouped assets of a like kind with a unit cost of less than \$5,000; (b) \$5,000 for maintenance equipment and machinery. (c) All computers, computer components, and computer peripheral equipment regardless of cost. (d) Machinery and equipment that meet the criteria for inclusion in the special purpose Equipment Fund (rolling stock).
74	Real Estate Acquisition	Land and/or building acquisition, surveying, and all associated purchasing costs.
<b>SUNDRY</b>		
76	Construction Contracts	Project construction, including site preparation costs, performed by an outside contractor.
78	Contingency	To cover unexpected expenses.
80	Self-Insured Losses	Workers compensation and property losses paid through the City's Risk Management program not covered by existing policies or not collectible because of deductible limits.

## STANDARD ACCOUNTS

<u>A/C #</u>	<u>TITLE</u>	<u>EXPLANATION</u>
81	Property Losses	City-owned property damage losses due to internal liabilities or natural disasters that are not eligible for restitution.
82	Interest Expense	Scheduled payments of interest on all debt obligations.
84	Capital Fund Contribution	Contribution from another fund to the Capital Project Fund to support capital improvement projects.
85	Auto Losses	Auto losses paid for by the City's Risk Management program.
86	General City Charges	Charges made to the General Fund by other funds for overhead services.
87	Professional Losses	Amounts owed through legal settlements or court rulings not covered by excess liability insurance.
88	Interfund Transfers	Amounts appropriated for transfer between budgetary funds.
90	Refunds	Refunds of overpayments, duplicate payments, and other authorized refunds.
98	Debt Principal	Scheduled payments of principal on all debt obligations.

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**CITY OF ALLENTOWN**  
**BUDGET EMPLOYEE POSITION TOTALS: 2015 - 2021**

	2015	2016	2017	2018	2019	2020	2021
<b><u>GENERAL FUND (000)</u></b>							
Elected	9	9	9	9	9	9	9
Municipal - S.E.I.U.	200	198	193	181	190	175	178
Non-Bargaining & Supervisory	120	120	126	127	133	130	134
Police - F.O.P.	222	222	222	222	222	222	222
Fire - I.A.F.F.	125	125	120	121	125	129	129
<b>TOTAL GENERAL FUND</b>	<b>676</b>	<b>674</b>	<b>670</b>	<b>660</b>	<b>679</b>	<b>665</b>	<b>672</b>
<b>LIQUID FUELS FUND (004)</b>	<b>25</b>	<b>28</b>	<b>29</b>	<b>29</b>	<b>30</b>	<b>30</b>	<b>30</b>
<b>TREXLER FUND (006)</b>	<b>13</b>	<b>13</b>	<b>15</b>	<b>15</b>	<b>11</b>	<b>11</b>	<b>12</b>
<b>RISK MANAGEMENT FUND (081)</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>4</b>	<b>4</b>
<b>SOLID WASTE FUND (085)</b>	<b>38</b>	<b>38</b>	<b>41</b>	<b>42</b>	<b>42</b>	<b>41</b>	<b>41</b>
<b>STORMWATER (086)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>26</b>	<b>26</b>	<b>33</b>	<b>35</b>
<b>GOLF COURSE FUND (091)</b>	<b>6</b>	<b>6</b>	<b>5</b>	<b>5</b>	<b>4</b>	<b>5</b>	<b>5</b>
<b>RENTAL (105)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>20</b>	<b>20</b>
<b>HUD (700)</b>	<b>5</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>7</b>
<b>E 9-1-1 Fund (911)</b>	<b>33</b>	<b>31</b>	<b>30</b>	<b>30</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>TOTAL ALL POSITIONS</b>	<b>798</b>	<b>797</b>	<b>792</b>	<b>809</b>	<b>797</b>	<b>815</b>	<b>827</b>

## NON-BARGAINING UNIT CLASSIFICATIONS AND PAY GRADES

<u>PAY</u> <u>GRADE</u>	<u>POSITION CLASSIFICATION TITLE</u>	<u>PAY</u> <u>GRADE</u>	<u>POSITION CLASSIFICATION TITLE</u>
5	Clerk III Confidential Human Resources Coordinator Aquatics Program Coordinator	10	Buyer Codes Coordinator Deputy City Clerk Engineering Technician 3 Emergency Management Coordinator Financial Analyst G.I.S. Analyst Human Relations Officer/Special Assistant to the Mayor Marketing and Social Media Manager Program Manager Recreation Program Specialist Recycling Coordinator
6	Claims Coordinator EMS Billing Specialist Payroll Coordinator HelpDesk Analyst		
7	Administrative Assistant Executive Secretary Purchasing Contracts Administrator Purchasing Coordinator		
8	Litigation Paralegal Maintenance Foreperson	11	Benefits Manager EMS Shift Supervisor Executive Secretary to the Mayor HUD Grants Monitor HUD Grants CDBG Administrator HUD Grants HOME Administrator Human Relations Officer Maintenance Supervisor Recruitment Manager
9	Communications Shift Supervisor Education & Enforcement Manager EMS Billing Supervisor Legal Administrative Manager Office Manager Survey Tech 3		



## NON-BARGAINING UNIT CLASSIFICATIONS AND PAY GRADES

<u>PAY</u> <u>GRADE</u>	<u>POSITION CLASSIFICATION TITLE</u>	<u>PAY</u> <u>GRADE</u>	<u>POSITION CLASSIFICATION TITLE</u>
13	Accountant	12	Building Inspector Assistant Supervisor
	Building Inspector Supervisor		EMS Chief of Operations
	Cancer Prevention Program Manager		IT Service Coordinator
	Chief Maintenance Supervisor		Public Safety Analyst
	Chief Planner		Senior Planner
	Clinical Service Manager		Systems Analyst
	Communicable Disease Manager		Database Analyst
	Construction Operations Manager		
	Environmental Field Services Manager		
	Golf Course Manager	14	Zoning Supervisor
	Housing Supervisor		Application Developer
	HUD Grants Accountant		Associate Utility Engineer
	Injury Prevention Service Manager		Business Development Liaison
	Internal Audit Manager		Chief Designer/Surveyor
	Manager - Stormwater		Communications Manager
	Nutrition & Physical Activity Program Manager		Community Housing Manager
	Operations Manager		Compliance Auditor
	Plans Examiner		Environmental Health Associate Director
	Project Manager		Grants Coordination Manager
	Public Works Operations Manager		HUD Grants Manager
	Recreation & Special Events Coordinator		Labor Relations Manager
	SWEEP & Animal Control Manager		MS4 Coordinator
			Operations Manager
			Pers. Health Associate Director
			Purchasing Agent
			Senior Financial Analyst
			Senior GIS Coordinator
			Senior Systems Analyst
			Stormwater Engineer/Project Manager
			Stormwater Monitoring Coordinator

## NON-BARGAINING UNIT CLASSIFICATIONS AND PAY GRADES

<u>PAY</u> <u>GRADE</u>	<u>POSITION CLASSIFICATION TITLE</u>	<u>PAY</u> <u>GRADE</u>	<u>POSITION CLASSIFICATION TITLE</u>
15	Business Development Manager Finance Operations Manager Risk & Safety Manager Network Administrator 2	18	Associate City Solicitor City Clerk Deputy Director Community Development Deputy Director - Public Works Deputy Director- Finance Deputy Director- Parks Health Director Police Captain Application Manager Infrastructure Manager
16	Facilities Manager Manager - Recycling & Solid Waste Streets Superintendent IT Support Manager Traffic Control Superintendent Systems Engineer	20	City Solicitor (PT)
17	Assistant City Solicitor Director — Building Standards & Safety Planning Director Revenue and Audit Manager Civil Engineer Treasury & Accounting Manager Network Manager	21	Chief Information Officer Community Development Director Deputy Director - Human Resources Deputy Fire Chief Finance Director Fire Chief Parks, Recreation, & Trails Director Police Chief Police Chief Assistant Public Works Director
		22	Managing Director

**CITY OF ALLENTOWN**  
**2021 WAGE RANGE FOR NON-BARGAINING UNIT EMPLOYEES**  
Annual Salary Calculated on 2080 Hours per Year

<b>GRADE</b>	<b>Minimum</b>	<b>Maximum</b>		<b>GRADE</b>	<b>Minimum</b>	<b>Maximum</b>	
01	33,295 16.0072	48,583 23.3572	Annual Hourly	12	53,675 25.8053	79,832 38.3805	Annual Hourly
02	34,769 16.7159	50,920 24.4807	Annual Hourly	13	56,083 26.9630	86,073 41.3810	Annual Hourly
03	36,286 17.4452	53,315 25.6322	Annual Hourly	14	58,626 28.1856	91,857 44.1619	Annual Hourly
04	37,880 18.2115	55,797 26.8253	Annual Hourly	15	61,262 29.4529	93,145 44.7811	Annual Hourly
05	39,561 19.0197	58,384 28.0694	Annual Hourly	16	64,027 30.7822	96,599 46.4418	Annual Hourly
06	41,301 19.8563	61,030 29.3414	Annual Hourly	17	66,941 32.1832	102,980 49.5098	Annual Hourly
07	43,169 20.7543	63,844 30.6942	Annual Hourly	18	69,991 33.6495	107,588 51.7249	Annual Hourly
08	45,079 21.6726	66,695 32.0651	Annual Hourly	19	73,219 35.7295	109,193 52.4966	Annual Hourly
09	47,082 22.6356	69,662 33.4912	Annual Hourly	20	76,582 36.8183	114,080 54.8462	Annual Hourly
10	49,174 23.6413	72,737 34.9696	Annual Hourly	21	80,531 38.7168	163,925 78.8103	Annual Hourly
11	51,351 24.6880	76,202 36.6356	Annual Hourly	22	93,127 44.7726	175,634 84.4396	Annual Hourly

## MUNICIPAL EMPLOYEE CLASSIFICATIONS AND PAY GRADES

<u>PAY</u> <u>GRADE</u>	<u>POSITION CLASSIFICATION TITLE</u>	<u>PAY</u> <u>GRADE</u>	<u>POSITION CLASSIFICATION TITLE</u>
6	Clerk 2 Clerk 2 - Bilingual Maintenance Worker 1 Maintenance Worker 1 - Custodial	13	911 Dispatcher Engineering Aide 3 Financial Specialist
7	Para-Police	14	911 Lead Dispatcher Animal Control Officer Construction Inspector Environmental Technician Equipment Operator 4 Housing Inspector Housing Inspector - Bilingual Maintenance Mechanic 3 Maintenance Spray Technician Maintenance Mechanic - Specialist Paving Specialist Rehabilitation Specialist Telecommunications Technician Traffic Signal Technician 2 Zoning Officer
8	Clerk 3 Inventory Control Clerk Line Locator Maintenance Worker 2 Maintenance Worker 2 - Stock Clerk Permit Technician		
9	Equipment Operator 2 Maintenance Mechanic 1		
10	Equipment Operator 3 Maintenance Worker 3		
11	Arborist 1 Equipment Operator 3 Graphic Design Specialist	15	Arborist 2 Equipment Operator 5 Tax Examiner Tradesman Waste & Recycling Operator Tradesman-Carpenter Tradesman-HVAC Tradesman-Plumber
12	Community Health Specialist Sweep Officer Sweep Officer - Multi-Lingual		

## MUNICIPAL EMPLOYEE CLASSIFICATIONS AND PAY GRADES

<u>PAY</u> <u>GRADE</u>	<u>POSITION CLASSIFICATION TITLE</u>
16	Communicable Disease Investigator Dietician Greenskeeper Senior Tax Examiner Tree Inspector
18	Electrical Inspector Plumbing/Mechanical Inspector
18(a)	Sanitarian
18(b)	Building Inspector
19	Combination Inspector
31	Community Health Nurse Paramedic FT

<u>PAY</u> <u>GRADE</u>	<u>POSITION CLASSIFICATION TITLE</u>
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**CITY OF ALLENTOWN**  
**JAN 2021 - DEC 2021: WAGE SCALE FOR MUNICIPAL (S.E.I.U.) EMPLOYEES**  
**Annual Salary Calculated on 2080 Hours per Year**  
**Based on 1.5% increase**

**SCHEDULE M**

<b>*GRADE</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	
<b>**GRADE</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	
01	33,548	34,670	36,159	41,465	42,201	42,968	43,773	44,629	Annual
	1,290.31	1,333.47	1,390.72	1,594.79	1,623.12	1,652.62	1,683.57	1,716.50	Biweekly
	16.1289	16.6684	17.3840	19.9349	20.2890	20.6577	21.0446	21.4562	Hourly
	24.1934	25.0026	26.0760	29.9023	30.4335	30.9866	31.5670	32.1843	Overtime
02	34,180	35,318	36,836	42,201	42,968	43,773	44,629	45,515	Annual
	1,314.62	1,358.38	1,416.78	1,623.12	1,652.62	1,683.57	1,716.50	1,750.58	Biweekly
	16.4328	16.9797	17.7098	20.2890	20.6577	21.0446	21.4562	21.8823	Hourly
	24.6492	25.4696	26.5647	30.4335	30.9866	31.5670	32.1843	32.8234	Overtime
03	34,843	36,009	37,553	42,968	43,773	44,629	45,515	46,456	Annual
	1,340.11	1,384.96	1,444.35	1,652.62	1,683.57	1,716.50	1,750.58	1,786.76	Biweekly
	16.7513	17.3120	18.0544	20.6577	21.0446	21.4562	21.8823	22.3345	Hourly
	25.1270	25.9680	27.0815	30.9866	31.5670	32.1843	32.8234	33.5018	Overtime
04	35,534	36,718	38,296	43,773	44,629	45,515	46,456	47,438	Annual
	1,366.69	1,412.25	1,472.92	1,683.57	1,716.50	1,750.58	1,786.76	1,824.53	Biweekly
	17.0836	17.6531	18.4115	21.0446	21.4562	21.8823	22.3345	22.8066	Hourly
	25.6254	26.4796	27.6172	31.5670	32.1843	32.8234	33.5018	34.2099	Overtime
05	36,260	37,467	39,078	44,629	45,515	46,456	47,438	48,472	Annual
	1,394.62	1,441.03	1,503.00	1,716.50	1,750.58	1,786.76	1,824.53	1,864.31	Biweekly
	17.4327	18.0129	18.7875	21.4562	21.8823	22.3345	22.8066	23.3039	Hourly
	26.1491	27.0194	28.1812	32.1843	32.8234	33.5018	34.2099	34.9559	Overtime
06	37,030	38,266	39,905	45,515	46,456	47,438	48,472	49,557	Annual
	1,424.23	1,471.76	1,534.81	1,750.58	1,786.76	1,824.53	1,864.31	1,906.02	Biweekly
	17.8028	18.3970	19.1851	21.8823	22.3345	22.8066	23.3039	23.8253	Hourly
	26.7042	27.5954	28.7777	32.8234	33.5018	34.2099	34.9559	35.7379	Overtime
07	37,826	39,087	40,772	46,456	47,438	48,472	49,557	50,693	Annual
	1,454.83	1,503.34	1,568.15	1,786.76	1,824.53	1,864.31	1,906.02	1,949.72	Biweekly
	18.1853	18.7917	19.6018	22.3345	22.8066	23.3039	23.8253	24.3715	Hourly
	27.2780	28.1876	29.4028	33.5018	34.2099	34.9559	35.7379	36.5572	Overtime

**CITY OF ALLENTOWN**  
**JAN 2021 - DEC 2021: WAGE SCALE FOR MUNICIPAL (S.E.I.U.) EMPLOYEES**  
**Annual Salary Calculated on 2080 Hours per Year**  
**Based on 1.5% increase**

**SCHEDULE M**

<b>*GRADE</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	
<b>**GRADE</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	
08	38,672	39,963	41,681	47,438	48,472	49,557	50,693	51,886	Annual
	1,487.40	1,537.02	1,603.12	1,824.53	1,864.31	1,906.02	1,949.72	1,995.61	Biweekly
	18.5925	19.2128	20.0390	22.8066	23.3039	23.8253	24.3715	24.9452	Hourly
	27.8888	28.8192	30.0584	34.2099	34.9559	35.7379	36.5572	37.4177	Overtime
09	39,556	40,882	42,634	48,472	49,557	50,693	51,886	53,134	Annual
	1,521.38	1,572.39	1,639.76	1,864.31	1,906.02	1,949.72	1,995.61	2,043.60	Biweekly
	19.0172	19.6549	20.4970	23.3039	23.8253	24.3715	24.9452	25.5450	Hourly
	28.5259	29.4824	30.7454	34.9559	35.7379	36.5572	37.4177	38.3176	Overtime
10	40,487	41,837	43,638	49,557	50,693	51,886	53,134	54,454	Annual
	1,557.21	1,609.11	1,678.39	1,906.02	1,949.72	1,995.61	2,043.60	2,094.40	Biweekly
	19.4651	20.1138	20.9799	23.8253	24.3715	24.9452	25.5450	26.1800	Hourly
	29.1977	30.1707	31.4699	35.7379	36.5572	37.4177	38.3176	39.2700	Overtime
11	41,463	42,844	44,688	50,693	51,886	53,134	54,454	55,835	Annual
	1,594.73	1,647.85	1,718.76	1,949.72	1,995.61	2,043.60	2,094.40	2,147.51	Biweekly
	19.9341	20.5981	21.4845	24.3715	24.9452	25.5450	26.1800	26.8438	Hourly
	29.9012	30.8972	32.2267	36.5572	37.4177	38.3176	39.2700	40.2658	Overtime
12	42,487	43,906	45,790	51,886	53,134	54,454	55,835	57,286	Annual
	1,634.12	1,688.69	1,761.17	1,995.61	2,043.60	2,094.40	2,147.51	2,203.30	Biweekly
	20.4265	21.1086	22.0146	24.9452	25.5450	26.1800	26.8438	27.5413	Hourly
	30.6397	31.6629	33.0219	37.4177	38.3176	39.2700	40.2658	41.3119	Overtime
13	43,560	45,013	46,946	53,134	54,454	55,835	57,286	58,806	Annual
	1,675.37	1,731.27	1,805.61	2,043.60	2,094.40	2,147.51	2,203.30	2,261.76	Biweekly
	20.9421	21.6409	22.5702	25.5450	26.1800	26.8438	27.5413	28.2720	Hourly
	31.4131	32.4613	33.8553	38.3176	39.2700	40.2658	41.3119	42.4080	Overtime
14	44,685	46,175	48,162	54,454	55,835	57,286	58,806	60,411	Annual
	1,718.65	1,775.94	1,852.39	2,094.40	2,147.51	2,203.30	2,261.76	2,323.48	Biweekly
	21.4831	22.1993	23.1549	26.1800	26.8438	27.5413	28.2720	29.0435	Hourly
	32.2247	33.2990	34.7324	39.2700	40.2658	41.3119	42.4080	43.5653	Overtime

**CITY OF ALLENTOWN**  
**JAN 2021 - DEC 2021: WAGE SCALE FOR MUNICIPAL (S.E.I.U.) EMPLOYEES**  
**Annual Salary Calculated on 2080 Hours per Year**  
**Based on 1.5% increase**

**SCHEDULE M**

<b>*GRADE</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	
<b>**GRADE</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	
15	45,824	47,335	49,377	55,835	57,286	58,806	60,411	62,014	Annual
	1,762.45	1,820.57	1,899.10	2,147.51	2,203.30	2,261.76	2,323.48	2,385.15	Biweekly
	22.0307	22.7571	23.7388	26.8438	27.5413	28.2720	29.0435	29.8143	Hourly
	33.0460	34.1357	35.6081	40.2658	41.3119	42.4080	43.5653	44.7215	Overtime
16	46,951	48,498	50,590	57,286	58,806	60,411	62,014	63,620	Annual
	1,805.80	1,865.31	1,945.76	2,203.30	2,261.76	2,323.48	2,385.15	2,446.93	Biweekly
	22.5725	23.3163	24.3220	27.5413	28.2720	29.0435	29.8143	30.5866	Hourly
	33.8587	34.9745	36.4830	41.3119	42.4080	43.5653	44.7215	45.8799	Overtime
18(a)	49,439	51,009	53,101	60,411	62,014	63,620	65,198	66,775	Annual
	1,901.49	1,961.88	2,042.33	2,323.48	2,385.15	2,446.93	2,507.61	2,568.28	Biweekly
	23.7686	24.5235	25.5292	29.0435	29.8143	30.5866	31.3451	32.1035	Hourly
	35.6528	36.7852	38.2937	43.5653	44.7215	45.8799	47.0177	48.1553	Overtime
18(b)	-	-	-	60,411	62,014	63,620	65,198	66,775	Annual
	-	-	-	2,323.48	2,385.15	2,446.93	2,507.61	2,568.28	Biweekly
	-	-	-	29.0435	29.8143	30.5866	31.3451	32.1035	Hourly
	-	-	-	43.5653	44.7215	45.8799	47.0177	48.1553	Overtime
19	-	-	-	63,431	65,114	66,801	68,458	70,114	Annual
	-	-	-	2,439.65	2,504.40	2,569.27	2,633.00	2,696.70	Biweekly
	-	-	-	30.4957	31.3050	32.1159	32.9125	33.7088	Hourly
	-	-	-	45.7435	46.9576	48.1739	49.3687	50.5631	Overtime
31	-	-	-	56,850	58,837	60,899	63,030	65,234	Annual
	-	-	-	2,186.54	2,262.98	2,342.27	2,424.24	2,509.00	Biweekly
	-	-	-	27.3318	28.2873	29.2784	30.3030	31.3625	Hourly
	-	-	-	40.9977	42.4309	43.9176	45.4545	47.0438	Overtime

\* EDEN these are the steps in the Eden Payroll tables

\*\*CBA these are the steps in the Contractual Bargaining Agreement for the SEIU



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**CITY OF ALLENTOWN**  
**FRATERNAL ORDER OF POLICE - QUEEN CITY LODGE NO. 10**  
**JANUARY TO DECEMBER 2021 WAGE SCHEDULE**  
**PATROL OFFICER**

*\* Based on 3.0% increase*

<u>Years</u> <u>Service</u>	<u>* Base</u>	<u>Longevity</u>	<u>Gross</u>	<u>Bi-Weekly</u>	<u>Daily</u>	<u>Hourly</u>	<u>Holiday</u>
1	62,632	-	62,632	2,408.9121	240.8912	30.1114	3,372.4770
2	65,613	-	65,613	2,523.5697	252.3570	31.5446	3,532.9976
3	68,599	-	68,599	2,638.4191	263.8419	32.9802	3,693.7867
4	83,444	-	83,444	3,209.4036	320.9404	40.1175	4,493.1650
5	83,756	525	84,281	3,241.5942	324.1594	40.5199	4,538.2319
6	83,756	625	84,381	3,245.4403	324.5440	40.5680	4,543.6165
7	83,756	725	84,481	3,249.2865	324.9286	40.6161	4,549.0011
8	83,756	825	84,581	3,253.1327	325.3133	40.6642	4,554.3857
9	83,756	925	84,681	3,256.9788	325.6979	40.7122	4,559.7703
10	83,756	1,025	84,781	3,260.8250	326.0825	40.7603	4,565.1549
11	83,756	1,125	84,881	3,264.6711	326.4671	40.8084	4,570.5396
12	83,756	1,225	84,981	3,268.5173	326.8517	40.8565	4,575.9242
13	83,756	1,325	85,081	3,272.3634	327.2363	40.9045	4,581.3088
14	83,756	1,425	85,181	3,276.2096	327.6210	40.9526	4,586.6934
15	83,756	1,525	85,281	3,280.0557	328.0056	41.0007	4,592.0780
16	83,756	1,625	85,381	3,283.9019	328.3902	41.0488	4,597.4626
17	83,756	1,725	85,481	3,287.7480	328.7748	41.0969	4,602.8473
18	83,756	1,825	85,581	3,291.5942	329.1594	41.1449	4,608.2319
19	83,756	1,925	85,681	3,295.4403	329.5440	41.1930	4,613.6165
20	83,756	2,225	85,981	3,306.9788	330.6979	41.3372	4,629.7703
21	83,756	2,325	86,081	3,310.8250	331.0825	41.3853	4,635.1549
22	83,756	2,425	86,181	3,314.6711	331.4671	41.4334	4,640.5396
23	83,756	2,525	86,281	3,318.5173	331.8517	41.4815	4,645.9242
24	83,756	2,625	86,381	3,322.3634	332.2363	41.5295	4,651.3088
25	83,756	3,025	86,781	3,337.7480	333.7748	41.7219	4,672.8473

**Differential:**      Middle Shift    \$0.35/Hour  
                          Night Shift     \$0.40/Hour

**CITY OF ALLENTOWN**  
**FRATERNAL ORDER OF POLICE - QUEEN CITY LODGE NO. 10**  
**JANUARY TO DECEMBER 2021 WAGE SCHEDULE**  
**"SERGEANT A"**

*\* Based on 3.0% increase*

<u>Years Service</u>	<u>* Base</u>	<u>Longevity</u>	<u>Gross</u>	<u>Bi-Weekly</u>	<u>Daily</u>	<u>Hourly</u>	<u>Holiday</u>
1	88,646	-	88,646	3,409.4469	340.9447	42.6181	4,773.2257
2	88,646	-	88,646	3,409.4469	340.9447	42.6181	4,773.2257
3	88,646	-	88,646	3,409.4469	340.9447	42.6181	4,773.2257
4	88,646	-	88,646	3,409.4469	340.9447	42.6181	4,773.2257
5	88,646	525	89,171	3,429.6392	342.9639	42.8705	4,801.4949
6	88,646	625	89,271	3,433.4854	343.3485	42.9186	4,806.8796
7	88,646	725	89,371	3,437.3315	343.7332	42.9666	4,812.2642
8	88,646	825	89,471	3,441.1777	344.1178	43.0147	4,817.6488
9	88,646	925	89,571	3,445.0239	344.5024	43.0628	4,823.0334
10	88,646	1,025	89,671	3,448.8700	344.8870	43.1109	4,828.4180
11	88,646	1,125	89,771	3,452.7162	345.2716	43.1590	4,833.8026
12	88,646	1,225	89,871	3,456.5623	345.6562	43.2070	4,839.1872
13	88,646	1,325	89,971	3,460.4085	346.0408	43.2551	4,844.5719
14	88,646	1,425	90,071	3,464.2546	346.4255	43.3032	4,849.9565
15	88,646	1,525	90,171	3,468.1008	346.8101	43.3513	4,855.3411
16	88,646	1,625	90,271	3,471.9469	347.1947	43.3993	4,860.7257
17	88,646	1,725	90,371	3,475.7931	347.5793	43.4474	4,866.1103
18	88,646	1,825	90,471	3,479.6392	347.9639	43.4955	4,871.4949
19	88,646	1,925	90,571	3,483.4854	348.3485	43.5436	4,876.8796
20	88,646	2,225	90,871	3,495.0239	349.5024	43.6878	4,893.0334
21	88,646	2,325	90,971	3,498.8700	349.8870	43.7359	4,898.4180
22	88,646	2,425	91,071	3,502.7162	350.2716	43.7840	4,903.8026
23	88,646	2,525	91,171	3,506.5623	350.6562	43.8320	4,909.1872
24	88,646	2,625	91,271	3,510.4085	351.0408	43.8801	4,914.5719
25	88,646	3,025	91,671	3,525.7931	352.5793	44.0724	4,936.1103

<b>Differential:</b>	Middle Shift	\$0.35/Hour	<b>"Sergeants A"</b> applies to Sergeants with less than two (2) years in grade
	Night Shift	\$0.40/Hour	

**CITY OF ALLENTOWN**  
**FRATERNAL ORDER OF POLICE - QUEEN CITY LODGE NO. 10**  
**JANUARY TO DECEMBER 2021 WAGE SCHEDULE**  
**"SERGEANT B"**

*\* Based on 3.0% increase*

<u>Years</u> <u>Service</u>	<u>* Base</u>	<u>Longevity</u>	<u>Gross</u>	<u>Bi-Weekly</u>	<u>Daily</u>	<u>Hourly</u>	<u>Holiday</u>
1	90,722	-	90,722	3,489.30	348.930	43.6163	4,885.03
2	90,722	-	90,722	3,489.30	348.930	43.6163	4,885.03
3	90,722	-	90,722	3,489.30	348.930	43.6163	4,885.03
4	90,722	-	90,722	3,489.30	348.930	43.6163	4,885.03
5	90,722	525	91,247	3,509.50	350.950	43.8687	4,913.29
6	90,722	625	91,347	3,513.34	351.334	43.9168	4,918.68
7	90,722	725	91,447	3,517.19	351.719	43.9649	4,924.06
8	90,722	825	91,547	3,521.03	352.103	44.0129	4,929.45
9	90,722	925	91,647	3,524.88	352.488	44.0610	4,934.83
10	90,722	1,025	91,747	3,528.73	352.873	44.1091	4,940.22
11	90,722	1,125	91,847	3,532.57	353.257	44.1572	4,945.60
12	90,722	1,225	91,947	3,536.42	353.642	44.2052	4,950.99
13	90,722	1,325	92,047	3,540.27	354.027	44.2533	4,956.37
14	90,722	1,425	92,147	3,544.11	354.411	44.3014	4,961.76
15	90,722	1,525	92,247	3,547.96	354.796	44.3495	4,967.14
16	90,722	1,625	92,347	3,551.80	355.180	44.3975	4,972.53
17	90,722	1,725	92,447	3,555.65	355.565	44.4456	4,977.91
18	90,722	1,825	92,547	3,559.50	355.950	44.4937	4,983.29
19	90,722	1,925	92,647	3,563.34	356.334	44.5418	4,988.68
20	90,722	2,225	92,947	3,574.88	357.488	44.6860	5,004.83
21	90,722	2,325	93,047	3,578.73	357.873	44.7341	5,010.22
22	90,722	2,425	93,147	3,582.57	358.257	44.7822	5,015.60
23	90,722	2,525	93,247	3,586.42	358.642	44.8302	5,020.99
24	90,722	2,625	93,347	3,590.27	359.027	44.8783	5,026.37
25	90,722	3,025	93,747	3,605.65	360.565	45.0706	5,047.91

**Differential:**

Middle Shift \$0.35/Hour  
Night Shift \$0.40/Hour

**"Sergeants B"** applies to Sergeants with two (2) or more years in grade  
(on second (2nd) anniversary date of promotion)

**CITY OF ALLENTOWN**  
**FRATERNAL ORDER OF POLICE - QUEEN CITY LODGE NO. 10**  
**JANUARY TO DECEMBER 2021 WAGE SCHEDULE**  
**"LIEUTENANT"**

*\* Based on 3.0% increase*

<u>Years</u> <u>Service</u>	<u>* Base</u>	<u>Longevity</u>	<u>Gross</u>	<u>Bi-Weekly</u>	<u>Daily</u>	<u>Hourly</u>	<u>Holiday</u>
1	95,259	-	95,259	3,663.8100	366.3810	45.7976	5,129.3340
2	95,259	-	95,259	3,663.8100	366.3810	45.7976	5,129.3340
3	95,259	-	95,259	3,663.8100	366.3810	45.7976	5,129.3340
4	95,259	-	95,259	3,663.8100	366.3810	45.7976	5,129.3340
5	95,259	525	95,784	3,684.0023	368.4002	46.0500	5,157.6033
6	95,259	625	95,884	3,687.8485	368.7848	46.0981	5,162.9879
7	95,259	725	95,984	3,691.6946	369.1695	46.1462	5,168.3725
8	95,259	825	96,084	3,695.5408	369.5541	46.1943	5,173.7571
9	95,259	925	96,184	3,699.3870	369.9387	46.2423	5,179.1417
10	95,259	1,025	96,284	3,703.2331	370.3233	46.2904	5,184.5263
11	95,259	1,125	96,384	3,707.0793	370.7079	46.3385	5,189.9110
12	95,259	1,225	96,484	3,710.9254	371.0925	46.3866	5,195.2956
13	95,259	1,325	96,584	3,714.7716	371.4772	46.4346	5,200.6802
14	95,259	1,425	96,684	3,718.6177	371.8618	46.4827	5,206.0648
15	95,259	1,525	96,784	3,722.4639	372.2464	46.5308	5,211.4494
16	95,259	1,625	96,884	3,726.3100	372.6310	46.5789	5,216.8340
17	95,259	1,725	96,984	3,730.1562	373.0156	46.6270	5,222.2187
18	95,259	1,825	97,084	3,734.0023	373.4002	46.6750	5,227.6033
19	95,259	1,925	97,184	3,737.8485	373.7848	46.7231	5,232.9879
20	95,259	2,225	97,484	3,749.3870	374.9387	46.8673	5,249.1417
21	95,259	2,325	97,584	3,753.2331	375.3233	46.9154	5,254.5263
22	95,259	2,425	97,684	3,757.0793	375.7079	46.9635	5,259.9110
23	95,259	2,525	97,784	3,760.9254	376.0925	47.0116	5,265.2956
24	95,259	2,625	97,884	3,764.7716	376.4772	47.0596	5,270.6802
25	95,259	3,025	98,284	3,780.1562	378.0156	47.2520	5,292.2187

**Differential:** Middle Shift \$0.35/Hour  
Night Shift \$0.40/Hour

**CITY OF ALLENTOWN**  
**INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS - LOCAL 302**  
**EFFECTIVE JANUARY THROUGH DECEMBER 2021**  
**FIRE FIGHTERS**

*\* Based on a 2% wage increase*

<b><u>Years</u></b> <b><u>Service</u></b>	<b><u>* Base</u></b>	<b><u>Longevity</u></b>	<b><u>Gross</u></b>	<b><u>Bi-Weekly</u></b>	<b><u>Daily</u></b>	<b><u>Hourly</u></b>	<b><u>Holiday</u></b>
1	52,597.43	-	52,597	2,022.98	289.00	24.0831	3,756.96
2	55,229.14	-	55,229	2,124.20	303.46	25.2881	3,944.94
3	57,858.69	-	57,859	2,225.33	317.90	26.4919	4,132.76
4	72,001.97	-	72,002	2,769.31	395.62	32.9680	5,143.00
5	72,001.97	1,175	73,177	2,814.50	402.07	33.5059	5,226.93
6	72,001.97	1,275	73,277	2,818.34	402.62	33.5517	5,234.07
7	72,001.97	1,325	73,327	2,820.27	402.90	33.5746	5,237.64
8	72,001.97	1,375	73,377	2,822.19	403.17	33.5975	5,241.21
9	72,001.97	1,475	73,477	2,826.04	403.72	33.6433	5,248.35
10	72,001.97	1,525	73,527	2,827.96	403.99	33.6662	5,251.93
11	72,001.97	1,575	73,577	2,829.88	404.27	33.6891	5,255.50
12	72,001.97	1,675	73,677	2,833.73	404.82	33.7349	5,262.64
13	72,001.97	1,725	73,727	2,835.65	405.09	33.7578	5,266.21
14	72,001.97	1,775	73,777	2,837.58	405.37	33.7807	5,269.78
15	72,001.97	1,875	73,877	2,841.42	405.92	33.8265	5,276.93
16	72,001.97	1,925	73,927	2,843.34	406.19	33.8493	5,280.50
17	72,001.97	1,975	73,977	2,845.27	406.47	33.8722	5,284.07
18	72,001.97	2,075	74,077	2,849.11	407.02	33.9180	5,291.21
19	72,001.97	2,125	74,127	2,851.04	407.29	33.9409	5,294.78
20	72,001.97	2,325	74,327	2,858.73	408.39	34.0325	5,309.07
25	72,001.97	2,825	74,827	2,877.96	411.14	34.2614	5,344.78

*\*Wage increase based on agreement dated subsequent to the 2021 proposed budget*

**CITY OF ALLENTOWN**  
**INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS - LOCAL 302**  
**EFFECTIVE JANUARY THROUGH DECEMBER 2021**  
**LIEUTENANT / INSPECTOR**

*\* Based on a 2% wage increase*

<u>Years Service</u>	<u>* Base</u>	<u>Longevity</u>	<u>Gross</u>	<u>Bi-Weekly</u>	<u>Daily</u>	<u>Hourly</u>	<u>Holiday</u>
1	78,126	-	78,126	3,004.83	429.26	35.7718	5,580.41
5	78,126	1,175	79,301	3,050.03	435.73	36.3099	5,664.34
6	78,126	1,275	79,401	3,053.87	436.27	36.3556	5,671.48
7	78,126	1,325	79,451	3,055.80	436.54	36.3785	5,675.04
8	78,126	1,375	79,501	3,057.72	436.82	36.4014	5,678.61
9	78,126	1,475	79,601	3,061.56	437.37	36.4472	5,685.76
10	78,126	1,525	79,651	3,063.49	437.64	36.4701	5,689.33
11	78,126	1,575	79,701	3,065.41	437.92	36.4930	5,692.91
12	78,126	1,675	79,801	3,069.26	438.47	36.5388	5,700.05
13	78,126	1,725	79,851	3,071.18	438.74	36.5617	5,703.62
14	78,126	1,775	79,901	3,073.10	439.01	36.5846	5,707.19
15	78,126	1,875	80,001	3,076.95	439.56	36.6303	5,714.34
16	78,126	1,925	80,051	3,078.87	439.84	36.6532	5,717.92
17	78,126	1,975	80,101	3,080.80	440.11	36.6761	5,721.49
18	78,126	2,075	80,201	3,084.64	440.66	36.7219	5,728.61
19	78,126	2,125	80,251	3,086.56	440.94	36.7448	5,732.18
20	78,126	2,325	80,451	3,094.26	442.04	36.8364	5,746.48
25	78,126	2,825	80,951	3,113.49	444.78	37.0653	5,782.18

*\*Wage increase based on agreement dated subsequent to the 2021 proposed budget*

**CITY OF ALLENTOWN**  
**INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS - LOCAL 302**  
**EFFECTIVE JANUARY THROUGH DECEMBER 2021**  
**CAPTAIN**

*\* Based on a 2% wage increase*

<u>Years Service</u>	<u>* Base</u>	<u>Longevity</u>	<u>Gross</u>	<u>Bi-Weekly</u>	<u>Daily</u>	<u>Hourly</u>	<u>Holiday</u>
1	80,999	-	80,999	3,115.33	445.05	37.0873	5,785.62
5	80,999	1,175	82,174	3,160.53	451.50	37.6253	5,869.55
6	80,999	1,275	82,274	3,164.37	452.05	37.6711	5,876.69
7	80,999	1,325	82,324	3,166.30	452.33	37.6940	5,880.26
8	80,999	1,375	82,374	3,168.22	452.60	37.7169	5,883.84
9	80,999	1,475	82,474	3,172.07	453.15	37.7627	5,890.98
10	80,999	1,525	82,524	3,173.99	453.43	37.7856	5,894.55
11	80,999	1,575	82,574	3,175.91	453.70	37.8085	5,898.12
12	80,999	1,675	82,674	3,179.76	454.25	37.8543	5,905.26
13	80,999	1,725	82,724	3,181.68	454.53	37.8772	5,908.84
14	80,999	1,775	82,774	3,183.60	454.80	37.9000	5,912.41
15	80,999	1,875	82,874	3,187.45	455.35	37.9458	5,919.55
16	80,999	1,925	82,924	3,189.37	455.62	37.9687	5,923.12
17	80,999	1,975	82,974	3,191.30	455.90	37.9916	5,926.69
18	80,999	2,075	83,074	3,195.14	456.45	38.0374	5,933.84
19	80,999	2,125	83,124	3,197.07	456.72	38.0603	5,937.41
20	80,999	2,325	83,324	3,204.76	457.82	38.1519	5,951.69
25	80,999	2,825	83,824	3,223.99	460.57	38.3808	5,987.41

*\*Wage increase based on agreement dated subsequent to the 2021 proposed budget*



**CITY OF ALLENTOWN**  
**INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS - LOCAL 302**  
**EFFECTIVE JANUARY THROUGH DECEMBER 2021**  
**BATTALION CHIEF**

*\* Based on a 2% wage increase*

<u>Years Service</u>	<u>* Base</u>	<u>Longevity</u>	<u>Gross</u>	<u>Bi-Weekly</u>	<u>Daily</u>	<u>Hourly</u>	<u>Holiday</u>
1	83,883	-	83,883	3,226.25	460.89	38.4079	5,991.62
5	83,883	1,175	85,058	3,271.44	467.35	38.9458	6,075.54
6	83,883	1,275	85,158	3,275.29	467.90	38.9915	6,082.68
7	83,883	1,325	85,208	3,277.21	468.17	39.0144	6,086.25
8	83,883	1,375	85,258	3,279.14	468.45	39.0373	6,089.82
9	83,883	1,475	85,358	3,282.98	469.00	39.0831	6,096.97
10	83,883	1,525	85,408	3,284.91	469.27	39.1060	6,100.55
11	83,883	1,575	85,458	3,286.83	469.55	39.1289	6,104.10
12	83,883	1,675	85,558	3,290.67	470.10	39.1747	6,111.24
13	83,883	1,725	85,608	3,292.60	470.37	39.1976	6,114.82
14	83,883	1,775	85,658	3,294.52	470.65	39.2205	6,118.40
15	83,883	1,875	85,758	3,298.37	471.20	39.2663	6,125.54
16	83,883	1,925	85,808	3,300.29	471.47	39.2892	6,129.11
17	83,883	1,975	85,858	3,302.21	471.74	39.3121	6,132.68
18	83,883	2,075	85,958	3,306.06	472.29	39.3578	6,139.82
19	83,883	2,125	86,008	3,307.98	472.57	39.3807	6,143.40
20	83,883	2,325	86,208	3,315.67	473.67	39.4723	6,157.68
25	83,883	2,825	86,708	3,334.91	476.42	39.7013	6,193.40

*\*Wage increase based on agreement dated subsequent to the 2021 proposed budget*

**ARTICLE VIII**  
**FINANCIAL PROCEDURES**

**SECTION 801 FISCAL YEAR**

The fiscal year of the City shall be the calendar year. If not prohibited by law, the Council may, by ordinance, adopt a different fiscal year, specifying an orderly procedure for financial and budgetary controls in making such transition.

**SECTION 802 SUBMISSION OF BALANCED BUDGET AND CAPITAL PROGRAM**

On or before ninety (90) days prior to the ensuing fiscal year, the Department Heads will submit Proposed Budget and Capital Program to the Mayor. On or before seventy-five (75) days prior to the ensuing fiscal year, the Mayor will submit to the City Council a balanced budget, Capital Program and an accompanying message. The Proposed Balanced Budget and Capital Program shall be in such form as the Mayor deems desirable, unless otherwise required by Council.(15543 6/20/2019)

**SECTION 803 BUDGET MESSAGE**

The Budget shall be accompanied by a message which shall include:

- A. An explanation of the expenditures and revenues in the proposed budget, indicating and explaining major changes from the current year and the prior year.
- B. An outline of proposed programs and an explanation of new, expanded or abolished programs or functions.
- C. A summary of the City's debt position.
- D. Such other material, as required by Council that will inform the Council and the public of municipal goals.

**SECTION 804 BUDGET**

The budget shall provide a complete financial plan of all City funds and activities for the ensuing fiscal year in accordance with all Generally Accepted Accounting Principles and, except as required by this Charter, shall be in such form as the Mayor deems desirable or the Council may require. In organizing the budget, the Mayor shall utilize the most feasible combination of expenditure classification by fund, organization unit, program, purpose or activity, and object. The Budget shall contain, among other things, the following:

- A. It shall begin with a general summary of its contents.
- B. It shall show, in detail, all estimated income, indicating the existing and proposed tax levies, as well as other assessments, fees and charges.
- C. It shall show all proposed expenditures, including debt service, for the ensuing fiscal year.
- D. It shall show the number of proposed employees in every job classification.
- E. It shall be so arranged as to show comparative figures for actual and estimated income and expenditures for the current fiscal year and actual income and expenditures of the preceding four (4) fiscal years.
- F. It shall indicate proposed expenditures during the ensuing fiscal year, detailed by offices, departments and agencies, in terms of their respective work programs and the methods of financing such expenditures.
- G. It shall indicate proposed capital expenditures during the ensuing fiscal year, detailed by office, departments and agencies when practicable, and the proposed method of financing each such capital expenditure. The Mayor will include this separate Capital Program section in the annual Budget and submit to Council with appropriate supporting information as to the necessity for such programs.
- H. It shall indicate anticipated net surplus or deficit for the ensuing fiscal year of each utility, i.e., water, sewer and enterprise funds, owned or operated by the City and the proposed method of its disposition; subsidiary budgets for each such utility giving detailed income and expenditure information shall be attached as appendices to the budget.

The total of proposed expenditures shall not exceed the total of estimated income.

#### **SECTION 805 CITY COUNCIL ACTION ON BUDGET**

**A. Public Access to Budget:** The proposed budget shall be available for public inspection at City Hall and at the Allentown Public Library and the Lehigh County Law Library, and copies shall be available for the public at a reasonable fee to be set by the Council. (11/6/01)

**B. Amendment Before Adoption.** After the public hearing, the City Council may adopt the budget with or without amendments. In amending the budget, it may add or increase programs or amounts and may delete or decrease any programs or amounts, except expenditures required by law or for debt service or for an estimated cash deficit, provided that no amendment to the budget shall increase the authorized expenditures to an amount greater than total estimated income and thereby allowing for line item changes by the City Council.

If the amended Budget increases, decreases or readjusts funding requirements by more than five (5%) percent, or adds or deletes a program, the Budget shall be returned to the Mayor immediately for comment and resubmission to the Council within three (3) normal City work days.

Council shall provide for another public hearing to be held within five (5) days after the Mayor has resubmitted the Budget.

**C. Adoption.** Council and the Administration must adopt an annual budget by no later than December 31st of the fiscal year currently ending. See this Charter, Sections 219 and 221 for discussion of effective dates. (15544 6/20/2019)

#### **SECTION 806 REVISED BUDGET** (Deleted per ballot question 11/6/01)

#### **SECTION 807 REVENUE**

**A.** Council shall establish no new tax except for the Emergency and Municipal Service Tax. (14356 §1 2/2/06)

**B.** Council shall not raise the rates of the deed transfer, earned income, business privilege, the Emergency and Municipal Services Tax beyond \$52, amusement devices, and resident taxes above their respective 1996 levels. (5/16/06)

**C.** Property Development Incentive Taxation System

1. Beginning in 1997, the City of Allentown will adopt a property taxation system designed to encourage development of new properties and improvements to existing properties. The system will accomplish this by gradually reducing the tax rate applied to all buildings relative to the tax rate applied to all land (whether developed or undeveloped).

2. The following shall be the minimum ratios of the land tax rate to the building rate for the respective years:

1997	1.49
1998	2.06
1999	2.76
2000	3.62
2001 and beyond	4.70

3. Council may establish a ratio of the land tax rate to the building tax rate higher than 4.70 after 2001.

D. Council may reduce any tax rate or fee (provided it maintains the minimum ratios for property taxes as in Section 807(C)(2) by a majority vote. Council may increase property tax rates or fees (provided it maintains the minimum ratios for property taxes as in Section 807(C)(2) by four (4) votes. (15544 June 20,2019)

E. The citizens of Allentown may increase or decrease property tax rates through the referendum process defined in Sections 1002-1009 (provided that, as long as the Property Development Incentive Taxation System is in effect, the resulting ratio meets or exceeds the minimum ratio set by this Charter or by Council).

F. After the year 2001, the citizens of Allentown may amend or terminate the Property Development Incentive Taxation System by reducing the ratio of the land tax rate to the building tax rate or by reverting to a single tax rate for land and buildings through the referendum process defined in Sections 1002-1009.